



invites your interest in the position of
City Attorney



www.stocktonca.gov/careers



A search is underway to attract highly qualified candidates to lead the City of Stockton, City Attorney's Office. Recent events around the Country have underscored the need for, and importance of, lasting collaborative relationships between local government and the community. Stockton seeks a proven leader with top-notch communication skills and a commitment to transparency who will thrive in this dynamic organization.



Under policy direction of the City Council, the City Attorney acts as the Chief Legal Officer of the City and manages all aspects of the City's legal work, including civil and criminal litigation, whether performed by professional in-house staff or outside counsel. The City Attorney acts as the legal representative in City matters for all elected and appointed officials and City departments and performs related work as assigned by the City Council. Responsibilities include personally handling sensitive and complex legal matters and rendering advice and opinions to the City Council, City boards and commissions, and City departments.



The City is considered an ethnically and culturally diverse city in the Central Valley of California. The successful candidate will have the opportunity to be involved in important decisions that benefit Stockton's diverse neighborhoods, from its youth to its senior population, and will be committed to building trust.

Located in California's great Central Valley, Stockton has grown from a community with agricultural roots to an urban destination with a rich arts and cultural scene, fine dining, shopping, sports, recreation, and family activities.

With a multi-ethnic and multi-cultural population of more than 320,000 residents, Stockton is now the 11th largest city in California. It is centrally located, 60 miles east of the San Francisco Bay Area and 45 miles south of Sacramento, and an easy and scenic drive to numerous world-famous attractions such as Lake Tahoe, Yosemite National Park, and the California Coast. Stockton has many local natural resources, including thousands of miles of waterways for recreational and other water activities.

Stockton is the county seat of San Joaquin County, the fifth largest agricultural county in the United States. Wine grapes have recently become one of the leading crops in San Joaquin County, transforming the region into one of California's premium wine districts. The City has many beautiful residential neighborhoods along waterways and tree-lined streets, and it offers an affordable cost of living with home prices about one-third the price of Bay Area homes. With its comfortable California lifestyle, Stockton is enriched by the pleasures of metropolitan living without the congestion, overcrowding, and expense.

Stockton is home to several well-known higher education institutions, including the University of the Pacific, California State University - Stanislaus Stockton Center, and San Joaquin Delta Community College. Stockton also offers a variety of private and vocational schools.

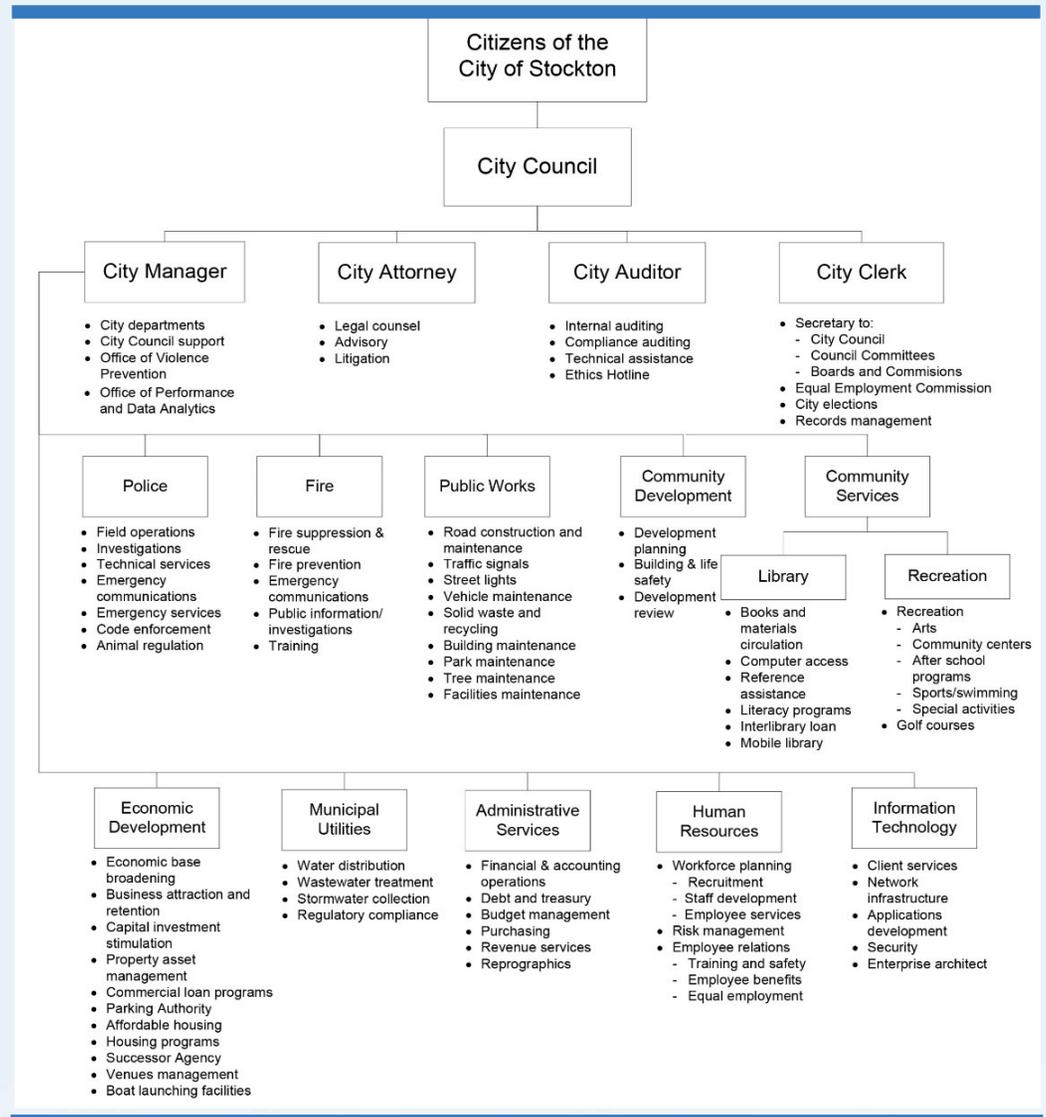
Year-round events and activities make Stockton a destination for attractions and venues such as Stockton Flavor Fest, Annual Jazz Brubeck Festival, Stockton Symphony, Haggin Museum, Bob Hope (Fox California) Theatre, Children's Museum, and the Weber Point Events Center. The 10,000-seat multi-purpose, waterfront Stockton Arena is home to the Stockton Kings, the NBA Sacramento Kings G-League Team, concerts, and family entertainment. The adjacent 5,000-seat Stockton Ballpark, which is frequently ranked as one of the nation's top minor league ballparks, is home to the Stockton Ports, the Single-A affiliate of the Oakland Athletics baseball team.



The Organization

The City of Stockton is a full-service, Charter city with four Charter Offices: City Attorney, City Auditor, City Clerk, and City Manager. The City operates under a Council/Manager form of government, employs nearly 1,500 full-time employees, and has a FY 2022-23 annual operating budget of \$898.7 million, which includes a General Fund budget of approximately \$282.9 million.

Stockton’s organizational culture is one of high performance, trust, and collaboration, and its executive management team is characterized by highly skilled, experienced leaders. Operating departments include Administrative Services, Community Development, Community Services (Library and Recreation), Economic Development, Human Resources, Information Technology, Municipal Utilities, Public Works, Fire, and Police. The City Manager’s Office includes the Office of Performance and Data Analytics (OPDA) and the Office of Violence Prevention (OVP).



The mission of the City Attorney’s Office is to advise the elected and appointed representatives of the City, and to defend and protect its resources for the provision of community services and the accomplishment of community goals.

The principal function of the City Attorney is as a legal advisor of, and attorney and counsel for, the City, City Council, Commissions, Boards, City officers and employees in all matters relating to their official duties. This includes defending lawsuits, legal research, interpretation of laws, and preparation of legal opinions and documents. The Office of the City Attorney prepares ordinances and resolutions required by the Council; reviews and approves contracts, bonds, deeds and other legal documents as to legality and form; and prosecutes violations of the Stockton Municipal Code.

The City Attorney’s Office has an authorized staffing level of 12 and the Office’s FY 2022-2023 budget is \$1.35 million.

The Office of the City Attorney provides legal services and advice to the City Council, officials, boards, commissions, and departments regarding legal and regulatory matters of concern to the City and its operations, including:

- Providing advice regarding matters relating to their official duties.
- Defending lawsuits and preparing legal opinions and documents, ordinances, and resolutions.
- Reviewing and approving contracts, bonds, deeds, and other legal documents.
- Prosecuting violations of the Stockton Municipal Code.



The City's leadership fosters and encourages a progressive, forward thinking organizational culture. The City Attorney should thrive in a fast-paced, demanding environment and must be capable of managing multiple complexed tasks concurrently. Broad knowledge and experience will be crucial to the City Attorney's success. A goal-oriented, enthusiastic attitude, and the ability to maintain a calm demeanor under pressure, as well as an excellent problem solver who has a clear understanding and appreciation of the big picture.

The City Council seeks a City Attorney who is a proven manager and leads by example. Personnel management skills and the ability to be a mentor to staff, encouraging their professional development by being motivational and embracing a progressive approach to governance are essential. Candidates are expected to be on the cutting edge of current trends and willing to explore the frontiers of municipal law and exceptional analytical and communication skills are expected.

The selected candidate should have knowledge of:

- Principles and procedures of civil and criminal law, particularly as they are related to municipal government, including civil, criminal, and administrative procedure;
- Principles, methods, and practices of legal research and investigations;
- Judicial procedures and the rules of evidence;
- Pleadings and practices and effective techniques in the presentation of court cases;
- Municipal government organization, structure, and functional responsibilities;
- Responsibilities and obligations of public officials and administrative agencies;
- State and federal laws and constitutional provisions affecting municipal operations;
- Administrative principles and practices, including goal setting, budget development and implementation and employee supervision.



The successful candidate will be assertive in presenting their opinions in a tactful and diplomatic manner. This position requires a person with a high energy level, capable of operating with significant independence and initiative, yet open to working effectively with City Management and policymakers. Candidates must have a great deal of political savvy and sensitivity. A hands-on approach and willingness to lead by example are required.

The ideal candidate will be of the highest integrity and genuinely committed to developing a strong customer service ethic, responsive to organizational needs, and open and honest in all internal and external relationships. The desired candidate will be known for the use of innovative, forward-thinking, and creative methods in planning for workforce development. Candidates must be capable of managing extraordinarily complex issues in the context of an overall management team and be action-oriented and passionate about change and innovation. Candidates for this position should be exceptional leaders, capable of planning and directing the services of the City Attorney's Office and coordinating efforts with other divisions and City departments within a sophisticated, fast-paced environment.

Exceptional oral/public speaking and written communication skills are needed, as the City Attorney will be called upon to make presentations in a clear and credible manner before employee groups, citizen groups, committees, councils, media, and management staff at all levels. Candidates must have the ability to build relationships, be flexible, and work in a team-oriented organization. In addition, a penchant for clarity, conciseness, and action is necessary, as well as skills of persuasion to ensure that concepts are easily understood and visualized. An individual who has a proven and verifiable track record of innovative problem solving is required.



Salary The annual salary for this position is \$251,912.40. *(Includes 2% COLA effective 7-1-2022)*

Benefits The City's excellent benefits program includes retirement with the California Public Employees' Retirement System (CalPERS); vacation, holidays and sick leave; health benefits, such as medical, dental/orthodontia, vision, and prescription coverage for employee and dependents; Deferred Compensation; Section 125 (Flexible Spending Account); and Life Insurance. For a complete list of benefits offered by the City of Stockton, visit www.stocktonca.gov/benefits.

Hours The City of Stockton office hours are 7:30 a.m. to 5:30 p.m., Monday through Thursday; 8:00 a.m. to 5:00 p.m. on alternating Fridays. The City Attorney's Office supports many evening and after-hours meetings.

Exempt & FPPC Requirements This position is Exempt from FLSA (Fair Labor and Standards Act), does not qualify for overtime compensation, and is subject to Fair Political Practices Commission (FPPC) annual filing requirements. For more information, visit www.fppc.ca.gov.

Residency Requirements The City requires employees in this position to reasonably respond to emergencies at all times. The City Attorney will be required to maintain a primary residence within 45 minutes of City Hall in order to timely respond to emergencies and meet the health, safety and welfare needs of the City.



The City of Stockton enjoys strong, effective and forward-thinking leadership. The City Council and management have been aggressively addressing long-standing problems, as evidenced by the City's success in achieving considerable economic growth and crime reduction. The City has undertaken reactivating its downtown and nationally recognized efforts to focus on and reduce violent crime and has achieved success, particularly in its pandemic recovery efforts.

The City Attorney will be involved with achieving the Council's goals of COVID response and recovery, solutions to address homelessness and provide affordable housing, crime reduction in focus areas, and economic development and creating an environment where small business and community members can thrive and achieve the City's vision:

Stockton will become the best City in America to live, raise a family, and grow a business.

Minimum Qualifications

- Graduation from an accredited law school with a Juris Doctorate degree.
- The City Attorney shall be an attorney-at-law, duly licensed to practice in all the courts of California and prior to appointment must have engaged in the practice of law in the State of California for at least five (5) years with at least three (3) years of experience in a local government setting.
- Current licensed member, active and in good standing, with the California State Bar.
- Extensive experience in litigation, is desirable.



To be considered, candidates must submit the following: online application, proof of education, completed supplemental questions, cover letter, resume, and six professional references. This position is open until filled; however, **candidates are encouraged to apply early in the process for optimal consideration.** This recruitment may close at any time once a strong pool of candidates is received.

To apply, please visit the City of Stockton website at www.stocktonca.gov/careers.

This is a confidential process and will be handled accordingly throughout the various stages of the process. References will not be contacted until mutual interest has been established. The first screening of resumes will occur on **Tuesday, July 19, 2022.** Following the initial screening of qualifications, candidates may be asked to complete a series of written responses for further evaluation.

All required information must be received by the Human Resources Department at the time of application.

If you have questions or would like to discuss the opportunity further, please call Human Resources Director Allison Dichoso at (209) 937-8233. Confidential inquiries are welcome.

THE CITY OF STOCKTON IS AN EQUAL OPPORTUNITY EMPLOYER.

